

CIVIL RIGHTS ON DECK



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Effect of Government Shut-Down on Civil Rights Claims



Complaint processing time frames were tolled (suspended) due to the government lapse of appropriations. As a result, the Civil Rights Directorate (CRD) has extended applicable civil rights complaint timelines by 16 days. More specific timeliness issues will be addressed case by case. For clarification or questions, please contact your local [Civil Rights Service Provider](#).

CRD Headquarters



The headquarters of the Civil Rights Directorate has moved. LT Caleb James (left) coordinated the relocation.

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Don't Win-Lose... Win-Win!

Ever found yourself in a situation where you thought a workplace disagreement could not be amicably resolved? If so, consider the process geared to help employees find common ground so they can return to performing and supporting CG missions. Civil Rights Service Providers (CRSPs) are trained in this art of Alternative Dispute Resolution (ADR), where a neutral third party (mediator) facilitates a structured discussion between disputing parties.

The value of ADR extends beyond civil rights. It is useful in any personal and workplace conflict that could benefit from two well-intentioned parties sitting down to discuss their concerns with a skilled mediator who brings a fresh, professional perspective to the situation.

Certified mediation classes are available from numerous sources and are relatively inexpensive for individuals or units to fund. For instance, a [Mediation Certification Course](#) is offered at the Defense Equal Opportunity Management Institute. This five-day intensive training educates participants on all aspects of mediation, and offers the opportunity to practice with experienced professionals. For more info, contact your local [CRSP](#). Submitted by CDR Eric Hoernemann



VADM Currier to Leadership: Be An Example

Vice Commandant VADM John Currier (right) challenged 20 members of CG senior leadership to recruit, mentor, and be an example for equal opportunity in the service. He told the assembly of new flag officers, senior executives, and Command Master Chiefs to learn, adapt, and set a tone of equality for all. Because of Admiral Papp's travel schedule, VADM Currier was acting as Commandant when he made his remarks at the 8th Senior Executive Leadership Equal Opportunity Seminar (SELEOS) held in Washington, DC. Despite his increased duties at the time, he said that he wanted to address the group first-hand because the CG's civil rights mission and linkages between "sexual assault prevention" and its prerequisites such as "sexist behavior" are vitally important for every member of leadership to understand.



SELEOS instructors included executive level experts from the Office of Legal Counsel, the Civil Rights Directorate, the Office of Diversity, the Defense Equal Opportunity Management Institute, and the Equal Employment Opportunity Commission. This cadre facilitated dialogue among CG leadership on the range of actions, tools, and responsibilities available to prevent complaints and resolve disputes. Contact [LT Caleb James](#) at (202) 372-4517 for details. Photo by PA2 Patrick Kelley



EEOC Finds Termination Groundless

An Aviation Security Officer (Complainant) filed a formal Equal Employment Opportunity (EEO) complaint alleging that the Department of Justice (Agency) retaliated against her when it terminated her from her position one month after she filed an EEO complaint regarding job assignments. Following an investigation, the Agency issued a final decision finding no discrimination.

On appeal to the Equal Employment Opportunity Commission (EEOC), one of Complainant's supervisors (S1) offered several reasons for the termination which included she was a "problem employee" who needed to be counseled about her work. However, three other supervisors did not support S1's articulated reasons, and one even described the Complainant as "one of the best hands" at the Agency. The Complainant claimed that she was never informed of any concerns with her performance. The EEOC found a lack of evidence to support S1's articulated reason for the Complainant's termination, which, coupled with the fact that the termination occurred only one month after the original complaint was filed, was sufficient to show that the Agency engaged in unlawful retaliation. The EEOC ordered the Agency to reinstatement the Complainant to her position, award appropriate back pay and benefits, and investigate the Complainant's claim for damages. *King v. Department of Justice*, EEOC Appeal No. 0120111958. Submitted by Mr. Johnny R. McAfee

Follow Our Leaders: CG's Civil Rights Champions

CG's civil rights awards recognize members who make significant contributions to minority communities and institutions, and Partnership in Education (PIE) programs. Below are recent examples of these extraordinary leaders and motivators:

Pictured right: CDR Michelle Bas of Legal Services Command accepts the CG's 2013 Federally Employed Women (FEW) Meritorious Service Award. Find more about her accomplishments in [ALCOAST 255/13](#).



Chief Petty Officer Megan Sesma (pictured left) of the CG Academy and Ms. Aidalis Mills (pictured right) of the Ninth CG District earned CG's military and civilian LATINA Style Meritorious Service Awards (see [ALCOAST 356/13](#)). **Pictured right:** Selectees proudly display their plaques at the 10th National LATINA Symposium held last month in Arlington, VA. Submitted by Ms.

Donna Walker-Ross

LCDR Katuiska Pabon of Sector Miami was chosen as the CG recipient of the 2013 National IMAGE Meritorious Service Award (see [ALCOAST 331/13](#)). **Pictured right:** LCDR Pabon stands with CAPT Andres Delgado at the IMAGE Military Awards Ceremony and Banquet.



Congratulations also to LT Howard Vacco of the Civil Rights Directorate, CG's 2013 recipient of the Civil Rights Service Provider (CRSP) of the Year Award.

Biennially, the CG recognizes a CRSP who demonstrates exceptional talent and abilities and goes beyond the call of duty in supporting the civil rights mission. In addition to excelling at his assigned duties, LT Vacco distinguished himself by partnering with the National Naval Officers Association and the Association of Naval Service Officers to attract and recruit civilian minorities into the federal workforce, and by fundraising to provide scholarships for underprivileged youth.



Pictured left: VADM Paul D. Zukunft, PACAREA Commander, presents the award to LT Vacco at a ceremony on CG Island in Alameda, CA. Submitted by Ms. Lisa Darter

Learn more about CG's awards program by visiting CRD's website at <http://bit.ly/CivilRightsAwards> or contact Awards Manager, [Ms. Gwen-dolyn White](#), for more information.

Changing of the Guards



A recent retirement ceremony honored Chief James Alexander, the Equal Opportunity Advisor in Seattle, WA (Zone 13) from August 2010 to 2013, for his 27 years of dedicated service to the CG. During his three year tenure with the Civil Rights Directorate, Chief Alexander provided Civil Rights Awareness and Sexual Harassment Prevention training to more than 2,100 CG members from units across Washington, Oregon, Idaho, and Montana, and advised Commanding Officers and Officers In Charge on significant civil rights issues. He was also instrumental in offering guidance after the 2011 repeal of the "Don't Ask, Don't Tell" policy, effectively articulating new regulations and expectations to members within his area of responsibility. **Pictured:** Chief Alexander (right) receives a certificate of retirement on behalf of ADM Papp, Commandant of the CG, from CAPT Marc Lebeau (left), Commanding Officer of Base Seattle, while his wife, Ms. Janna Alexander (center), smiles proudly.



Replacing Chief Alexander and assuming this critical post of Equal Opportunity Advisor for Zone 13 is MKC Clifford Morton. A native of Oak Harbor, WA, Chief Morton joined the CG in 1992. After graduating from MK 'A' school, he attained engineering qualifications up to throttle-man aboard the CGC CAMPBELL. Later, at CG Marine Safety Office Duluth, MN, Chief Morton earned investigations officer qualifications for casualty, pollution, suspension and revocation cases. He became a 'Chief' in 2009 and assumed a new role as supervisor for the Maintenance Augmentation Team Newport, RI, where he was awarded the CG Commendation Medal for responding to both the Gulf Oil Spill and Hurricane Sandy. Welcome aboard, Chief Morton! Submitted by Ms. Lisa Darter and Mr. Steve Horne